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25 Nov 59

REGULATION

PERSONNEL
Date

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SEPARATION COMPENSATION

1. GENERAL

Among the personnel who are nominated for separation in accordance with the provisions of Regulation [REDACTED] Separation of Surplus Personnel, are individuals who, because of the nature and circumstances of their service with the Agency are at a disadvantage in making occupational transfers and may therefore be unable to command reasonable levels of earned income for an extended period of time following termination of Agency employment. Separation compensation, as authorized herein, is granted for the purpose of assisting such individuals during the process of their vocational reorientation.

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2. AUTHORITY

The authority to grant separation compensation is based on the authority of the Director of Central Intelligence to establish and administer compensation standards and is contained in the Central Intelligence Agency Act of 1949, as amended.

3. POLICY

a. The decision to grant separation compensation in any given case will be based solely upon a review of the nature and circumstances of the individual's employment in the light of the standards set forth herewith. The determination

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of the applicability of these standards in any given case is the sole prerogative of the Director of Central Intelligence or his appointed representative; however, an individual who is denied separation compensation may appeal such decision to the Director of Central Intelligence within 90 days, by submitting further evidence concerning the nature and circumstances of his employment.

b. Separation compensation will be granted to those personnel thirty years of age or more who have completed five or more years of satisfactory Agency civilian service and who, during the predominant period of their service, have been trained for and assigned to intelligence, operations or communications positions which are part of the overseas structure of the Agency's organization and who are to be separated for the purpose of achieving a balanced distribution of age and grade groups within that structure or as a consequence of change in emphasis in the operational mission of the Agency.

c. Separation compensation may be granted to other individuals thirty years of age or more who are separated as excess to Agency needs, it being established that for a period of five years or more preceding separation they were assigned to duties which required the acquisition and application of skills for which requirements in other Government or commercial fields of employment are either rare or nonexistent and which effectively prevented them from studying, practicing, or otherwise developing or retaining proficiency in an established occupation or profession.

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4. RESPONSIBILITIES

In consultation with the Head of the Career Service concerned, the Director of Personnel will review the nature and circumstances of the assignment of each individual scheduled for involuntary separation in accordance with the provision of Regulation [REDACTED] and, in appropriate cases, will recommend to the Director of Central Intelligence that separation compensation be granted.

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5. COMPUTATION OF SEPARATION COMPENSATION

Separation compensation shall be at the rate of one-twelfth current annual basic salary for each year of continuous Agency service immediately preceding the separation excepting that:

- a. Separation compensation shall not exceed one year's salary.
- b. The Director of Personnel may recommend to the Director a lesser amount of separation compensation than that provided above when circumstances so warrant.
- c. Separation compensation to persons who, by reason of involuntary separation, are eligible for an immediate retirement annuity under the Federal Civil Service Retirement Act shall not exceed the difference between their terminal annual salary and the amount of annuity payable during the twelve months following separation.

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6. PAYMENT

Separation compensation shall be payable at the option of the individual as a single sum or as two variable installments thereof provided only that final payment shall be made no later than the month of January following separation.

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